



EEO NEWSLETTER

April - June FY13
3rd Quarter

MESSAGE FROM THE STATE EQUAL EMPLOYMENT MANAGER (SEEM)

Happy Summertime!!!

Last quarter, the EO/EEO office celebrated the 5th Annual Diversity Day event. The event not only showcased our rich heritage, it displayed the unified strength of our organization.

You might ask, "How so?"

This year, when planning the program, it was our goal to not only enhance our organization's **cultural competencies**, but to also enhance our **diverse skill sets**.

This year, through the collaborative efforts of the SMEs (subject matter experts) from our force, we successfully met our intent.

SMEs from our Resource Departments, such as OCS,

WOCS, Education, ESGR, HR, R&R, and the 29th Division Band volunteered time from their busy schedules to provide information on the programs that provide **empowerment** to the employees our organization.

End result: **Mission Success**

With that said, I want to extend a special thanks to all of resource departments that were vital to making the diversity day event a success.

This edition, we received a article submission from SGT Estelle Christiansen. Please take time to check out her article, **"American First."** Thanks SGT Christiansen.

Next quarter, we will celebrate

Women's Equality Day, Hispanic American Heritage Month, and National Disability Employment Awareness Month.

If you would like to conduct an observance for your department or unit, contact the EO/EEO to coordinate the event. Just let us know when and where and we will be there.

Enjoy the remainder of the summer and always remember...Drink water!!!

It is always my pleasure to serve,

Your SEEM,

CPT Amelia Coppage

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MY DEFINITION OF DIVERSITY

Different
Individuals who share
Virtues of
Empathy
Responsibility
Social consciousness
Intelligence
Talents
Years of understanding

AND who see differences of each other's religion, socio-economic status, cultures & abilities as gifts that add strength to our community.

~ Lisa Desatnik

EEO/POSH TRAINING FY13

EEO/POSH are mandatory training requirements conducted annually for all Technicians and Federal Civilian Employees. EO Training conducted at your unit can be counted as the yearly EEO requirement for dual-status (DS) technicians. A roster from the DS technician's unit must be provided to the EEO office in order to receive credit.

The block of instruction is two hours provided by PowerPoint, DVDs, facilitated discussion, and other approved training aids by the EEO Office.

Other training offered by the EEO office includes: Diversity, Effective Communication,

Focus Groups, and other facilitated training designed to enhance our workplace environment.

Contact the EEO Office NOW to reserve your date.

Available FY13 Dates:

July 16 & 30.

Time frames available: 1000-1200 & 1400-1600 depending on locations.

American First

Many of us Guardsmen only know of the Civil Rights Movement through history. I happen to be one of the fortunate few who can remember those days. The days when great men like Dr. Martin Luther King and Robert F. Kennedy stood side by side to fight for the equality of all Americans. Thank God for their hard work and ultimate sacrifice. Through their efforts much was accomplished.

However, no matter how far we have come in some areas, in others we are still lacking. One of those areas is that of segregation. It is not the same segregation that we experienced and overcame in the 60's. That may be why it continues to exist unnoticed. It is a self imposed segregation that so many American's are allowing to restrict their lives. What is this self imposed segregation? It is how

we refer to ourselves in our everyday speech.

So many American's today label themselves as African American, Asian American, Latin American, Spanish American, Mid-Eastern American and even European American. Why is this? Why must we be so determined to show our past instead of our future? This self imposed segregation is grounded in the cultures of our forefathers, cultures that many of them wanted to escape.

Yes, cultures that some of them were forced to escape. But instead of looking back at a past that cannot be changed, we should work together to change the future by building a strong American Culture that we can be proud of. This culture all starts with placing "American" first. We should be calling ourselves American Africans, American Asians, American Latinos, American Spaniards, American

Mid Easterners, and American Europeans. When we start to put American first we will find there is no need for the old identity that holds us back in the era of the 60's.

We should be proud of our family heritage. However, we should never allow that heritage to take precedence over being American. It appears that today's generation wants everyone to know where their ancestors come from rather than where they, as individuals, are going.

We must look forward, not back. We must strive to build a strong, united America. We can do this. It all begins with putting American first.

~SGT Estelle Christiansen



CSA Sends: Sexual Harassment and Sexual Assault

Over the last twelve years of war, our Army has demonstrated exceptional competence, courage, and resiliency in adapting to the demands of war and accomplishing the mission. Today, however, the Army is failing in its efforts to combat sexual assault and sexual harassment. It is time we take on the fight against sexual assault and sexual harassment as our primary mission. It is up to every one of us, civilian and Soldier, general officer to private, to solve this problem within our ranks.

The Army is committed to the safety and security of every Soldier, civilian, and family member. Our Army is based on a bedrock of trust - the trust between Soldiers and leaders that we will take care of each other. Recent incidents of sexual assault and sexual harassment demonstrate that we have violated that trust. In fact, these acts violate everything our Army stands for. They are contrary to our Army Values and they must not be tolerated.

It is up to every individual to contribute to a culture in which our Soldiers, civilians, and family members can reach their full potential. It is imperative that we protect potential victims from ever experiencing a sexual crime. We must provide compassionate care and protect survivors after a crime has been committed. Our people must be confident that complaints will be handled quickly and decisively, and that our system will deliver justice and protection throughout the reporting, investigation and adjudication process.

Commanders, non-commissioned officers, and law enforcement must ensure that every allegation of sexual assault and sexual harassment is thoroughly and professionally investigated and that appropriate action is taken. Leaders at every level are responsible for establishing a command climate and culture of mutual respect, trust, and safety. Leaders must develop systems to "see" their units, and understand the extent to which their leadership promotes a positive command climate for all Soldiers. I urge everyone to start a conversation within your unit or organization, among leaders, peers, and subordinates and with family and friends to better understand one another's experiences and to develop better solutions to this problem.

Our profession is built on the bedrock of trust; sexual assault and sexual harassment betray that trust. They have a corrosive effect on our unit readiness, team cohesion, good order and discipline. We are entrusted with ensuring the health and welfare of America's sons and daughters. There are no bystanders in this effort. Our Soldiers, their families, and the American people are counting on us to lead the way in solving this problem within our ranks.



Raymond T. Odierno
General, 38th Chief of Staff
U.S. Army

The strength of our Nation is our Army
The strength of our Army is our Soldiers
The strength of our Soldiers is our Families.
This is what makes us Army Strong!

COUNSELOR'S CORNER

Contacting an EEO Counselor

If you believe that you have been the victim of discrimination, you generally have 45 days from the day the discrimination occurred to contact an EEO Counselor where you work or where you applied for a job. If the discrimination involved a personnel action (for example, a demotion or firing), you generally must contact the EEO Counselor within 45 days of the day the personnel action takes effect.

EEO Counseling Process

Once you contact the agency's EEO Office, an EEO Counselor will talk to you about your rights and responsibilities and will take down some basic information about your situation.

This interview will take place within 30 days from the day you first contacted the EEO Office to request counseling (unless you participated in ADR or agreed to an extension of up to an additional 60 days). If you participate in ADR, the pre-complaint process is extended to 90 days.

In most cases, the EEO Counselor will give you the choice of participating either in EEO counseling or in an alternative dispute resolution (ADR) program, such as a mediation program. Not all problems are covered by an agency's ADR program, and the EEO Counselor

should be able to tell you whether yours is the type of situation that is covered. If it is not covered, then the Counselor will try to settle the matter informally.

If you do not settle the dispute during counseling or through ADR, you can file a formal discrimination complaint against the agency with the agency's EEO Office.

The Counselor will hold a final interview with you and then give you a notice with instructions about how to file a formal complaint. Upon receipt of Right to File a Formal Complaint you have 15 calendar days to reply to the notice that you wish to file a formal complaint.

EEO Counselor's:

COL Steven Swetnam: J2, Sandston, 804-236-7912.

MAJ Timothy Wine: G6, Fort Pickett, 434-298-6258

CPT Edward Harris: 1030th Trans BN, Gates City, 276-386-9187

CW3 Renate Long: G4, Fort Pickett, BLDG 142, 434-292-8342

CW2 Kelvie Fore: FMS14, Lynchburg, 434-582-4933

CW2 Cheron Puryear: AASF,

Sandston, 804-236-7305

SFC Elaine McCreary: USPFO, Fort Pickett, 434-298-6238

SFC Frederick Nicholas: FMS 2, Sandston, 804-328-3035.

SGT Omar-Nedal Huggi: HSC 276th EN BN, Petersburg, 804-722-8904.

SGT Latai Jones: CIF, Richmond, 804-279-5239.

SGT Jennifer Smith: CSMS, Richmond, 804-722-8935

TSgt Ira Jones: Langley AFB, Hampton, 757-225-1028.

SSG Joann Lindquist-Rucker: USPFO, Fort Pickett, 434-298-6499

SPC Kameliya Sapundzhieva: AASF, Sandston, 804-236-7391

Ms. Molicia Booker: J1, Sandston, 804-236-7836

If you believe you have been the victim of discrimination, you have 45 days to contact an EEO counselor or the SEEM.

Interested in becoming a counselor, please contact the EEO office at 804-236-7896 or 434-294-5422.

ASIAN PACIFIC AMERICAN HERITAGE MONTH MAY 1-31



Records of the Women's Bureau National Archives
Native Hawaiian women pack pineapple into cans in this 1928 photo.

May is Asian-Pacific American Heritage Month, which is a celebration of Asians and Pacific Islanders in the United States. Asian-Pacific is a rather broad term, but according to Asian-PacificHeritage.gov it encompasses all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).

It started in June 1977 when Reps. Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution calling for the first 10 days of May to be Asian-Pacific Heritage Week.

Soon after, senators Daniel Inouye and Spark Matsunaga introduced a similar bill in the Senate. Both were passed. President Jimmy Carter designated the annual celebration on October 5, 1978. It turned into a month-long celebration 12 years later when President George H.W. Bush signed an extension.

May was chosen to commemorate the immigration of the first Japanese to the U.S. on May 7,

1843 and to mark the anniversary of the transcontinental railroad on May 10, 1869. Many of the workers who laid those tracks were Chinese immigrants.

If you would like to learn more about Asian Pacific American heritage Month visit: http://www.smithsonianeducation.org/heritage_month/apahm/index.html

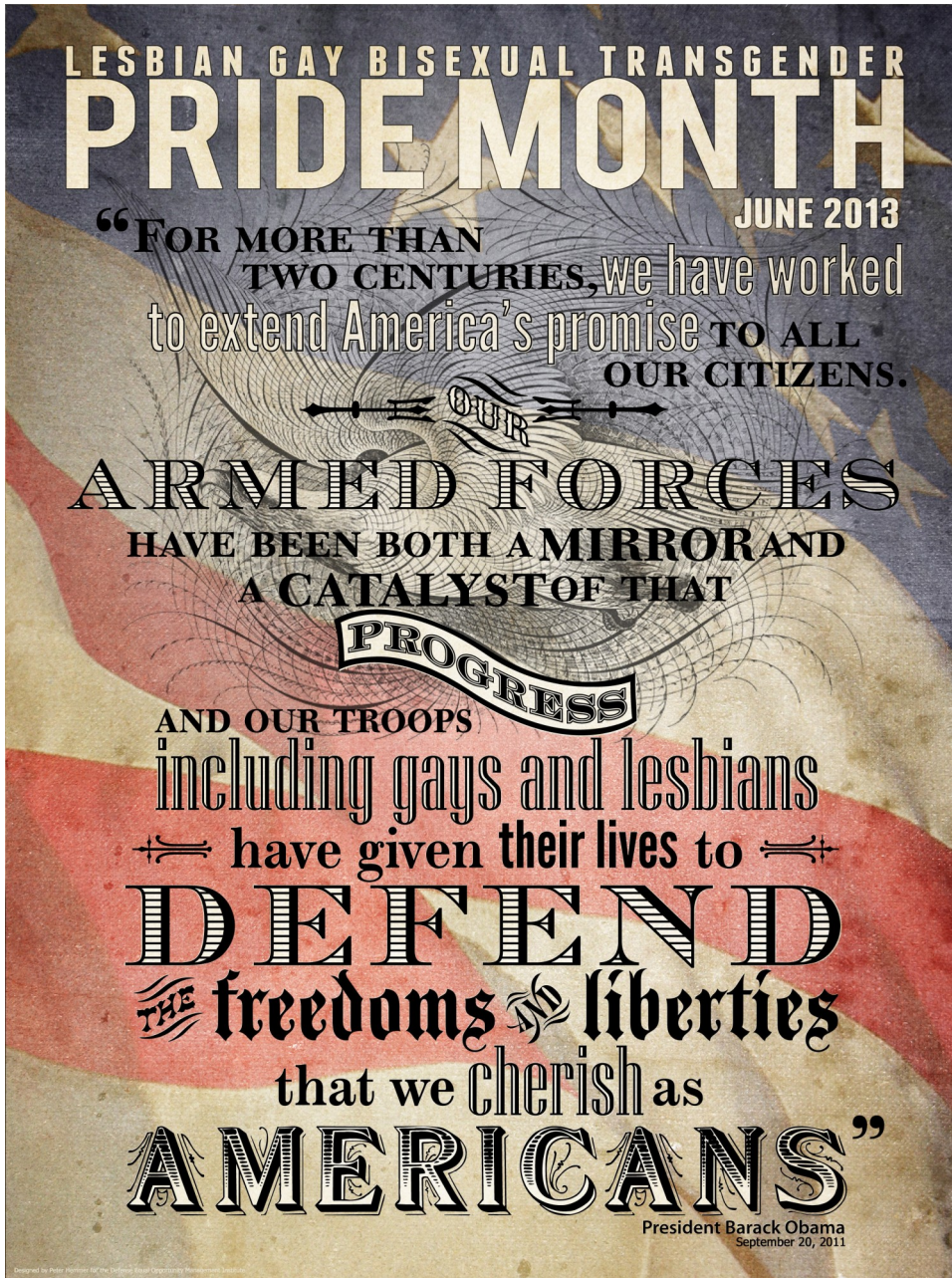
Learning about any of the islands and its people above would be a good way to celebrate Asian-Pacific American Heritage Month.

To help do that, the National Archives, National Gallery of Art, National Park Service, Library of Congress, Smithsonian Institution and World Digital Library all have a list of links available for perusal through AsianPacificHeritage.gov.

'Iolani Palace in Honolulu, Hawaii was once the home of King Kalākaua and Queen Lili'uokalani, who were the last in a long line of ruling Hawaiian royalty. (Leeanne Root)



LESBIAN, GAY, BISEXUAL, TRANSGENDER PRIDE MONTH, JUNE



As we recognize Pride month, we thank all of our gay and lesbian service members, LGBT civilians, and their families for their dedicated service to our country. Before the repeal of “Don’t Ask, Don’t Tell,” they faithfully served their country with professionalism and courage. And just like their fellow service members, they put their country before themselves. And now – after repeal, they can be proud of serving their country, and be proud of who they are when in uniform.

The pursuit of equality is fundamental to the American story. The successful repeal of “Don’t Ask, Don’t Tell” proved to the Nation that just like the country we defend, we share different backgrounds, different values, and different beliefs – but together, we are the greatest military force in the world. It also reminds us that integrity and respect remain the cornerstones of our military culture. The Army, Navy, Marine Corps and Air Force implemented the repeal with a focus on respect and individual dignity.

In observance of Lesbian, Gay, Bisexual, Transgender Pride Month, celebrated each year during the month of June; the Defense Equal Opportunity Management Institute (DEOMI) proudly announces the

availability of original artwork and other observance products available for download from DEOMI’s public website, www.deomi.org.

Going forward, the Department of Defense remains committed to removing as many barriers as possible to make America’s military a model of equal opportunity, to ensure all who are qualified can serve in America’s military, and to give every man and woman in uniform the opportunity to rise to their highest potential. Diversity is one of our greatest strengths. During Pride month – and every month – let us celebrate our rich diversity and renew our enduring commitment to equality for all.

5TH ANNUAL DIVERSITY DAY EVENT, JUNE 20, 2013

This year we celebrated our 5th Annual Diversity Day event at the Fort Pickett Officer's Club. This year's celebration included Irish and Hawaiian performances which included a brief history of each cultures dances.

In addition to our cultural display tables, we also had representatives from our resource departments such as ESGR, Education, Human Resources and OCS/WOC Recruiting and Retention. The information provided by the SMEs was valuable information to enhance the skills and careers our employees.

The 29th Infantry Band was also there to showcase their musical talents. Our event could not have been a success without the collaborative efforts from our force. We want to thank everyone that had a part in making our event a success.

If you would like to participate in next year's event or know of any heritage performers, please contact the E0/EE0 office.

For more pictures visit: <http://www.flickr.com/photos/vanguardpao/sets/72157634303391002/>



The 29th Infantry Division Band performed the National Anthem and a selection of divers music during the close of the event.

The Celtic Beats group from Heart of Ireland Dance school, dancers performing soft shoe dancing.



Dakine Ohana Productions (below) performing a Hawaiian call out before the start of the traditional Hawaiian dance. Also (below) is our fellow members participating in learning how to do one of the traditional Hawaiian dances.



ESGR resource table (below) is one of the few resource tables that were available for individuals to visit, ask questions and gather important information as needed. Officer and Warrant Officer, Education and Human Resources were among the other resource tables available for as-



UPCOMING EVENTS

Women's Equality Day, August 26, 2013

The theme for 2013 is "Celebrating Women's Right to Vote"

Women in the United States were given the right to vote on August 26, 1920 when the 19th Amendment to the United States Constitution was signed. The amendment was first introduced many years earlier in 1878. Every president has published a proclamation for Women's Equality Day since 1971 when legislation was first introduced in Congress by Bella Abzug. This resolution was passed designating August 26 of each year as Women's Equality Day.

Hispanic American Heritage Month, Sept 15– Oct 15, 2013

The theme for 2013 is "Building Leadership: Embracing Cultural Values and Inclusion"

Hispanic Heritage Month begins on September 15, the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16, and Chile on September 18.

The term Hispanic or Latino, as defined by the U.S. Census Bureau, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish/Hispanic/Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin." According to the 2010 Census, 50.5 million people or 16% of the population are of Hispanic or Latino origin. This represents a significant increase from the 2000 Census, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population.

National Disability Employment Awareness Month, October 1-31, 2013.

The theme for 2013 is "Because We Are EQUAL to the Task."

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.



NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, ODEP assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.

VA-ARNG

JFHQ-EEO
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Sandston, VA 23150

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Amelia.r.coppage.mil@mail.mil/
lori.p.carpenter.mil@mail.mil



Virginia National Guard Equal
Opportunity Website:
<https://vko.va.ngb.army.mil/Jstaff/SEEM>

Curious About EEO/EO?

Have a question think it may
be EEO/EO related or not,
just ask us and we will get
you on the right path to the
answer.



Question: What are some best practices to prevent harassment in the work place?

Answer:

Employer

- Make sure that the work place is professional and free from harassing behavior.
- Make sure that **ALL** harassment which occurs in the workplace, is addressed by a supervisor and remediated as soon as possible.
- Display and post your policy regarding all forms of harassment on bulletin boards.

Supervisors

- Lead by example. Don't act in a manner that you would prohibit your employee from doing.
- If you witness or are aware of discrimination immediately correct the behavior.
- If you receive a complaint of discrimination promptly communicate the complaint to the Compliance Officer.
- Take preventive measure before harassment occurs. Have open discussions with your section about harassment.

Employees

- Exercise good judgment.
- Understand the importance of our policies that are consistent with the law and our mission.
- Treat others how you would want to be treated. **RESPECT ALWAYS!!**